



RTBU NSW

NEWSFLASH

LOCO DIVISION

Monday, November 21, 2016

NEW SHOES WHILE YOU GET THE BOOT!



Amidst all the angst and hurt Pacific National are dishing out to employees through redundancy announcements, we recently found out PN's HR team have been busy boasting to the corporate world of its "HOT innovation area: RECRUITMENT" and its program titled,

"TIME FOR NEW SHOES"

It would be laughable if it was not so serious. The RTBU has had several discussions with Pacific National in an effort to limit the impact of redundancy on members and their families; however, so far it appears the company is more interested in looking at legal technicalities to get

ASCIANO Logistics

Hot Innovation Area: Recruitment

Asciano's HR team has focused on recruitment: the Pacific National Division's "Time for New Shoes" campaign was a new, innovative and creative recruitment approach delivered through social media. A total of 633 people applied for freight team member roles, and based on video profiles 80 people were chosen to participate in a half-day assessment, including interviews, group activities and manual dexterity testing. Following pre-employment screening, 14 people were selected: eight women and six men. In a business that would normally struggle to achieve 10% female representation, this was hailed as an overwhelming success. And there's follow-through too: the WIL power Management Cadetship is an accelerated development pathway for female cadets.

out of their obligations rather than to try and redeploy by way of VR swaps. It has refused to look at any VR swaps to the Intermodal division and is only allowing swaps at limited areas within individual EA's. For example, they will not allow a swap from a Coal depot to a Bulk depot even when the depots are next door to each other. It seems rather ironic that the company recently agreed to commence EA negotiations for one EA across both Coal and Bulk groups but won't allow employees to swap VR between the two areas, particularly when they both belong to the one business group. We can only assume that PN's stance is as its recruitment program suggests - it is not about retaining its employees and valuing them, it is about giving you the *boot* and bringing in "*NEW SHOES*" of the casual variety!

After lodging a dispute, the RTBU met with PN Management before Senior Deputy President Sams of the Fair Work Commission last Friday. As the most pressing issue was / is the intended retrenchments at Port Kembla, (December 4) this issue received priority.

The RTBU wrote to the company this morning seeking clarification on the company's position as it was still unclear. This afternoon, we received calls from Port Kembla members saying they have been called into a meeting tomorrow as they had been identified as being made redundant. This has taken us by surprise as it is not what was discussed and committed to by the company.

We will have an organiser on hand at the meetings tomorrow and any member who has been asked to attend should seek his assistance. Please phone an organiser ASAP if you have been asked to attend.



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Since Fridays hearing, PN have provided us with the following information regarding the following depots;

Narrabri Depot

“As we discussed in our phone hook up earlier this week, the 14 day consultation period has concluded and we are working through confirming binding expressions of interest for voluntary redundancy. It is apparent that as foreshadowed, Pacific National will need to move to involuntary redundancies at Narrabri. As of today, no-one has confirmed their intention to take voluntary redundancy, however those discussions are still underway. We should be in a better position to understand how many positions will be made involuntarily redundant at the end of next week.”

We have also received 6 Expressions of interest [5 Werris Creek, 1 Morandoo] in VR swaps. This is slightly different to what was advised in our discussion due to some last minute changes since our discussion. Those VR swaps will be reviewed with the employees concerned and they are expected to be finalised by 20 January 2017.

Given that the changes will not be implemented until 4 February 2017, the KSA process will not be undertaken until early/mid January 2017. At this point in time, unless there are any changes or late expressions of interest for voluntary redundancy received from the Narrabri depot, there will be no further activity until the New Year.”

Port Waratah, Greta & Gunnedah Depots

“The 14 day consultation period has concluded and we are working through confirming binding expressions of interest for voluntary redundancy. It is apparent that as foreshadowed, Pacific National will need to move to involuntary redundancies at all three locations. As of today, 4 employees have confirmed their intention to take voluntary redundancy from these depots, however discussions are still underway. We will be in a better position to understand how many positions will be made involuntarily redundant by the end of the week.”

We have also received interest in VR swaps from 12 employees [3 Mudgee, 3 Antiene, 2 PTW terminal, 4 Lithgow]. VR swaps will be reviewed with the employees concerned and are expected to be finalised by 20 January 2017.

Given that the changes will not be implemented until 4 February 2017, the KSA process will not be undertaken until mid January 2017. At this point in time, unless there are any changes or late expressions of interest for voluntary redundancy received from these depot, there will be no further activity until the New Year.”



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The RTBU will be talking to the affected Port Kembla members tomorrow and seeking further legal advice on what steps we next take. Members will be kept informed. In the interim could all members (regardless of depot) who are interested in taking a Voluntary redundancy please advise Steve Wright by return email swright@rtbu-nsw.asn.au

